

Tony L. George



SUMMARY

- Twenty years of overall experience in Real Property Tax Assessment & Tax Administration field at every level of government (City, County & State).
- Investigated proper market valuation of real and personal property subject to State, County and City taxation which entailed determining the status for exempt and tax abated properties as well.
- Defending of Property Tax appeals for over twenty years at the City, County and State levels. Given expert testimony in three states.
- Effectively applied State and Local property tax regulations and statutes to ensure government compliance.
- Directed staff to ensure accurate processing of Property Tax Returns and defense of Property Tax Appeals in a timely and efficient manner.
- Managed, trained and directed a team of County Appraisers, Clerical & GIS staff in adherence to policies and procedures for Property Appraisal and Taxation.

PROFESSIONAL EXPERIENCE

Rockdale County Board of Assessors, Commercial Appraiser Supervisor

Conyers, Georgia

2/2011 - Present

- Responsible for over 3,500 Commercial, Industrial & Apartment properties and 1,310 Exempt properties in this Metro Atlanta County.
- Handles the defense of Tax Valuation Appeals at the Board of Assessor, Board of Equalization and Superior Court level.
- Reappraising all of the Commercial properties on a yearly basis & reviewing Commercial Property Tax Returns filed in the given year.
- Providing valuation and inspections of any new construction, renovated or additions to Commercial and Exempt properties.
- Conduct sales ratio studies to determine uniformity, bias and market value on a yearly basis.
- Working and speaking with taxpayers, elected officials and other government agencies on a daily and monthly basis.
- Appraiser IV certification, Georgia Department of Revenue

Fulton County Board of Assessors, Assistant Chief Appraiser

Atlanta, Georgia

6/2006 – 06/2010

- Responsible for 180 full-time employees with an annual budget of \$13 million. Fulton County is the largest county in Georgia which includes the City of Atlanta. It has 338,000 properties and performs property assessments on an annual basis. A Gross 2008 Tax Digest of over \$158 billion.

- Planned, directed and coordinated the day-to-day operations of the entire Fulton County Tax Assessment department; communicated goals and objectives of the department to the staff on a daily basis.
- Appraiser III certification, Georgia Department of Revenue
- Managed the installation of IAS World (Integrated Assessment Software) , from Tyler Technology in Fulton County in 2006.
- Settled over \$2.6 billion dollars in appeals in 2006.
- Develops plans, policies and procedures in dealing with over 20,000 tax appeals in a given year.
- Coordinated personnel decisions relative to work areas to increase productivity
- Worked with the Mayors' and City Councils of 14 Cities located in Fulton County along with officials from the Georgia Dept. of Revenue and other government agencies.
- Worked with an appointed part-time Board of Assessors who approved assessment changes and exemptions.
- Settled tax appeal cases at all levels of the process (Board of Tax Assessors, Board of Equalization and Superior Court). Consider an expert in Court testimony.
- Oversaw the Commercial Revaluation (\$4.5 million) project in 2006 & 2007 conducted by CLT of Tyler Technologies in Fulton County.

Virginia Department of Taxation, Property Tax Consultant

Richmond, Virginia

04/2004 – 06/2006

- Responsible for development of values or assessments for complex commercial, industrial or unusual residential real estate for local tax assessing officials and other state agencies.
- Reviewed appraisals submitted on properties for state purposes. Wrote narrative appraisals in rebuttal to outside fee appraisers appraisal values.
- Conducted physical inspections of manufacturing facilities for the purpose of discovering, listing and classifying machinery and tools.
- Trained local government real estate appraisers and assessors in the fundamentals of mass appraisal within their localities.
- Trained local Boards of Equalization and their staffs throughout the state.
- Planned and coordinated the Department's Advanced Assessor's school each year at William & Mary College.
- Our Property Tax unit approved every new Tax Assessor hired by a Municipality in Virginia.
- Conducted annual ratio studies on every municipality in Virginia. Considered an expert in court testimony.

ERA Real Estate Professionals, Licensed Real Estate Agent

Virginia Beach, Virginia

12/2003 – 03/2004

- Assisted clients with selling, buying and financing of real estate.
- Other duties included: relocation of clients, execution of contracts, Government owned real estate and government financing.

Essex County, Board of Taxation, Essex County Tax Administrator

Newark, New Jersey

08/2000 – 08/2003

- Supervised 22 different municipal Tax Assessors and their staffs within the county. (Total of 85)
- Equalized all assessments within the County.
- Calculated 22 different municipal tax rates, scheduled tax appeals hearings, producing annual abstract of ratable.
- Scheduled, heard and disposed of over 6,000 tax appeals in a four month period.
- Interacted with numerous taxpayers, City, County and State elected Officials on a daily basis about the effects of the property tax situation concerning Essex County and New Jersey.
- Coordinated and managed the processing, classification and recording of every deed transaction which transpired at the County.
- Essex County has a population of about 800,000 people, which is the state's largest county and has the state's largest city (Newark).

Essex County Improvement Authority, Vice Chairman

Fairfield, New Jersey

02/1997 -02/2003

- Negotiated the purchase, construction and, renovation and of any public facility project in the County or State; which include the purchasing of land or property.
- Managed the operation of the County Airport along several public parking and other government facilities throughout Essex County.
- Approved the construction of the largest correctional facility in the state (\$400 million) and a minor league baseball stadium (\$40 million), plus the restoration of several historic courthouses.
- Managed the Capital Leasing program for any major equipment purchase required by the municipality.
- Supervised the lease/sell of any public facilities in Essex County..

Essex County Division of Training & Employment, Training Coordinator

Newark, New Jersey

04/1999-08/2000

- Supervised the Welfare-to-Work Counseling unit program, which interviewed, enrolled and tracked the clients through the duration of their training programs.

Archie Jacobson Corporation, Operations Manager

Middlesex, New Jersey

02/1997-08/1999

- Responsible for the day-to-day operations of international Men's clothing company..
- Supervised a staff of 12 employees

City of Elizabeth, Tax Assessor

Elizabeth, New Jersey

04/1994-06/1995

- Responsible for the valuation of over 20,000 properties worth over \$1 billion, which included inspection and valuation of new construction and bated property.
- Developed the preliminary values for the Jersey Garden Mall.
- Handled and resolved over 450 tax appeals within a two week period.
- Testified in state and county courts as served as an expert witness as required.
- Saved the City over \$90 million in taxable value during the tax appeal season.
- Supervised a staff of 12 employees in the state's 4th largest City.

City of East Orange, Senior Tax Assessor

East Orange, New Jersey

02/1987-04/1994

- Responsible for assessment of over 11,000 properties of all types (residential, commercial, industrial, vacant land & apartment which involved thee inspection of new construction and additions to properties.
- Defended state and county tax appeals, which included testifying in court as an expert.
- Created multiple studies and analysis for tax and budget concerns.
- Supervised a staff of 4 employees.

EDUCATION**Fairfield University**

Fairfield, Connecticut

Bachelor of Science Degree - Marketing

Relevant Coursework

Georgia Department of Revenue - Atlanta, Georgia

- Exempt Properties – November 2009
- Ad Valorem Edicts and Trends – May 2007 & 2008
- Valuation of Personal Property – November 2007
- Management for Assessors & Appraisers – November 2007
- Certification for Assessors – August 2006
- Georgia Assessment Certification – 2011
- Robert Rules of Order (Ga. Dept. of Revenue) - 2011

Rutgers University – New Brunswick, New Jersey (1987-1992)

- Real Property Appraisal I
- Real Property Appraisal II
- Real Property Appraisal III
- Standards of Professional Practice & Ethics
- Property Tax Admin. I
- Property Tax Admin. II
- Income Approach & Market Approach to Value
- Cost Approach to Value
- Mass Appraisal (IAAO)
- Over 65 + training courses and seminars

Virginia Department of Taxation (IAAO) – Advanced Tax Assessor's
School - College of William & Mary
Williamsburg, Virginia

- Residential Modeling Concepts – June 2005
- Concepts in Mass Appraisal – June 200

Appraisal Institute
Richmond, Virginia

- Highest & Best Use –August 2004

Piedmont Environmental Council
Charlottesville, Virginia

- Maintaining the Quality & Integrity of Conservation
Easements – July 2004

Virginia Department of Taxation (Instructor) – Basic Tax Assessor's
Prince William County
Virginia & Richmond, Virginia

- Responsibilities of the Assessor – March 2005
- Approaches to Value – March 2004

AAA School of Real Estate
Virginia Beach, Virginia, 2003

LICENSES

- Georgia Department of Revenue – Local Property Division –
Certified Appraiser I, II ,III & IV 2006 -2011 (#300002623)
- Virginia Real Estate License – 2003 (#0025-077138)
- Certified Tax Assessor License (CTA) – State of New Jersey, Dept of
Treasury – Division of Taxation
July 1990 -.(#1715)

PROFESSIONAL AFFILIATIONS

- GAAO (Georgia Association of Assessing Officers)
2006 – Present
- VAAO (Virginia Association of Assessing Officers)
2005 – 2006
- NJACBT (New Jersey County Boards of Taxations)
2000 – 2003
- IAAO (International Association of Assessing Officers)
2001 – 2004, 2006 – present
- NJMAA (New Jersey Municipal Assessor Association)
1987 – 2003

DISTRICT OF COLUMBIA GOVERNMENT

EMPLOYMENT APPLICATION (DC2000)

Please answer the questions and complete all required fields on this application. In addition, please respond to all of the ranking factors listed in the vacancy announcement. Finally, if you are claiming residency preference for a career service or management supervisory service position, please complete the residency preference form.

1. POSITION VACANCY INFORMATION

Position Title Chief Appraiser

Vacancy Announcement Number 11-MGMT-OTR

2. PERSONAL DATA

George

Tony

Luke

Last Name

First Name

Middle Name

[REDACTED]

Street Address

[REDACTED]

Apt #

[REDACTED]

City

[REDACTED]

State

[REDACTED]

Zip Code

[REDACTED]

Ward

Telephone (including area code): [REDACTED]

[REDACTED]

Home

[REDACTED]

Business

[REDACTED]

Other names ever used

[REDACTED]

Social Security Number

[REDACTED]

Date of Birth

[REDACTED]

Email

3. D.C. EMPLOYMENT HISTORY AND AVAILABILITY

a. Are you now or were you ever employed by the District of Columbia Government?

Never

b. Mark below each type of current or previous D.C. government appointment. Check all applicable boxes.

☐ Temporary

☐ Term

☐ Permanent

☐ Career

☐ Excepted Service

☐ Executive Service

☐ Management Supervisory Service

☐ Legal Service

☐ Other [REDACTED]

c. List highest grade, classification series and step attained: Grade [REDACTED]

Series [REDACTED]

Step [REDACTED]

When can you start work? 11/1/2011

Lowest pay or grade you will accept \$120,000

4. RESIDENCY

a. Are you claiming a residency preference for the position indicated above?

☐ Yes ☒ No

b. I understand the residency preference requirements (found at the end of this document).

☒ Yes ☐ No

c. If the position you are applying for above is in the Career Service, Management Supervisory Service, or Legal Service, excluding the Senior Executive Attorney Services, are you claiming a residence preference? (If you claim residency preference, you must complete the Residency Preference for Employment form, DC-2000RP).

☐ Yes ☒ No

d. If the position you are applying for above is in the Excepted Service, Executive Service, or Senior Executive Attorney Service, do you acknowledge and understand that, if selected, you must be a domiciliary of the District of Columbia at the time of the appointment or within 180 days of the appointment date, and maintain a strict domicile for the duration of the appointment?

☒ Yes ☐ No

5. MILITARY SERVICE AND VETERANS PREFERENCE

Veterans preference is granted by law to disabled veterans, to veterans who served on active duty in certain time periods or military operations, and, under certain conditions, to the spouses, widows, widowers, or mothers of deceased or disabled veterans.

Have you ever served on active duty in the United States Armed Forces?
(Answer "NO" if your only active duty was for training, including basic training, in the Reserves and National Guard.)

☐ Yes ☒ No

Did you or will you retire at or above the rank of Major or Lieutenant Commander?
(If "YES," you are not eligible for veterans preference unless your retirement is based upon a service-connected disability.)

☐ Yes ☒ No

From _____ To _____
Dates of Active Duty Service (Month/Day/Year)

Character of Separation _____

Campaign or Expeditionary Medals Received _____

Separation Date _____

Preference claimed: ☐ 5-point preference ☐ 10-point preference ☐ None
(Please check one. You must show proof when hired.)

6. EDUCATION

a. High School

Indicate highest grade completed: 12th

Name and Address of School East Orange, H.S., Walnut Street, East Orange, New Jersey Zip Code 07018

Did you graduate? ☒ Yes ☐ No If no, have you received a GED high school equivalency? ☐ Yes ☐ No

Attended From 09/1982 To 06/1986
(month/year) (month/year)

b. Colleges and Universities

School 1

Indicate highest degree(s) obtained (e.g., A.A., B.S.): B.S.

Name and Address of College or University Fairfield University, 1073 N. Benson Rd., Fairfield, CT. Zip Code 06824

Major Marketing Minor _____

Major Semester Credit Hours _____ ⁵⁶ OR Major Quarter Credit Hours _____

Attended From 9/1982 To 5/1986
(month/year) (month/year)

School 2

Indicate highest degree(s) obtained (e.g., A.A., B.S.): _____

Name and Address of College or University _____ Zip Code _____

Major _____ Minor _____

Major Semester Credit Hours _____ OR Major Quarter Credit Hours _____

Attended From _____ To _____
(month/year) (month/year)

7. TRAINING

List relevant training, licenses or skills (e.g., sign language). Include schools attended, addresses, certificates or degrees awarded, dates attended, number of credit hours, and major/minor field or subjects studied.

Georgia Department of Revenue - Certified Appraiser I,II,III,IV, (# 300002623) Courses: Exempt properties; Ad Valorem Edicts and Trends, Management for Assessors, Certification for Assessors, Georgia Assessment; Income review; Robert Rules of Order, (08/2008-06/2011) in Athens and Atlanta, Georgia.

Virginia Department of Taxation - courses: Residential modeling Concepts; Concepts in Mass Appraisal, Highest And Best Use, Approaches to Value, Responsibilities of the Assessor (2004-2006) in Richmond and Williamsburg, Virginia Virginia Real Estate License- 2003, (#0025-077138)

New Jersey - Certified Tax Assessor License -1990 (#1715), courses: Real Property I,II,III, Standards of Practice and Ethics, Property Tax Administration I,II, Market, Income, Cost Approaches -Rutgers University (1987-1992)

8. LANGUAGE CAPABILITIES

List the languages you speak, read and write

Language	Speak	Read	Write
English	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

9. WORK EXPERIENCE

List paid or unpaid work experience relevant to the position for which you are applying.

☐ No Work Experience

PRESENT OR MOST RELEVANT POSITION:

Employer's Name	<u>Rockdale Board of Assessors</u>	Dates of Employment (Month/Year)	Annual Salary	Average Hours Per Week
Address	<u>961 Milstead Ave., Conyers, Georgia</u>	From <u>2/2011</u> To <u>Present</u>	Starting \$ <u>45,000</u>	
			Final \$ _____	<u>40</u>

Telephone (770) 278-7662

Name and Title of Supervisor Will Barkely, Asst. Director

Reason for leaving Short term job, while looking for Chief Appraiser position

No. of Employees Supervised 0

If District or Federal Employment, List Series, Grade or Rank and Date of Last Promotion

Job Title and Duties, Responsibilities and Accomplishments

Commercial Appraiser supervisor: Responsible for the annual appraising of 3,500 commercial, apartment and industrial properties along with 1,310 exempt properties. I also handle the defense of valuation tax appeals for commercial and exempt properties at the Board of Assessor, Board of Equalization and Superior Court levels. Reviewing commercial tax returns, outside fee appraisals, permits and deed transactions on a daily and weekly basis. Conducts and analyzes ratio studies to determine uniformity and bias in commercial assessments. meets with local business leaders on a quarterly basis on current market trends in the area.

POSITION:

Employer's Name Essex County Board of Taxation Dates of Employment (Month/Year) Annual Salary Average Hours Per Week

Address 465 Dr.M.L.K Blvd., Newark, New Jersey Starting \$ 59,000

From 8/2000 To 3/2003 Final \$ 67,000 40

Telephone (973) 621-4977 Name and Title of Supervisor Patty Wright, Director NJ Dept. of Taxation

Reason for leaving completion of contract No. of Employees Supervised 85

If District or Federal Employment, List Series, Grade or Rank and Date of Last Promotion

Job Title and Duties, Responsibilities and Accomplishments

County Tax Administrator: Responsible for the supervision of twenty two municipal tax assessors and their staffs. Equalized all assessments on an annual basis, along with calculating and certifying twenty two different municipal tax rates on an annual basis. Scheduled all property tax appeals that were filed in the county in a given year. Directed the classification, processing and recording of every deed transaction which occurred in the Essex County. Interaction with taxpayers, elected officials, state and local agencies on a daily and weekly basis.

POSITION:

Employer's Name Essex County Improvement Authority Dates of Employment (Month/Year) Annual Salary Average Hours Per Week

Address 27 Rideway Drive, Fairfield, New Jersey Starting \$ 0

From 2/1997 To 2/2003 Final \$ 0 25

Telephone (973) 621-4977 Name and Title of Supervisor Board Member

Reason for leaving completion of term No. of Employees Supervised 29

If District or Federal Employment, List Series, Grade or Rank and Date of Last Promotion

Job Title and Duties, Responsibilities and Accomplishments

Vice Chairman of the Board: Responsible for the negotiating, purchasing, construction and renovation of all public facilities owned by Essex County government located in the county and throughout the state. Managed the operation of the county airport and other public parking facilities located in the county. Approved and oversaw the new construction of the largest correctional facility in the state a \$400 million project. In addition, the building of a minor league baseball stadium home of the Newark Bears. Managed and supervised the capital leasing program which consisted of major equipment used in construction projects and the leasing and selling of public facilities in Essex County. I oversaw and approved the actions and work the Director, Assistant Director of the Improvement Authority, Property managers, Airplane pilots, Engineers and clerical staff during my six year appointment.

POSITION:

Employer's Name Fulton County Board of Assessors Dates of Employment (Month/Year) _____ Annual Salary _____ Average Hours Per Week _____

Address 141 Pryor Street, Atlanta, Georgia From 6/2006 To 6/2010 Starting \$ 100,000 Final \$ 109,000 40

Telephone (404) 612-6412 Name and Title of Supervisor Burt Manning, Chief Appraiser

Reason for leaving completion of contract No. of Employees Supervised 180

If District or Federal Employment, List Series, Grade or Rank and Date of Last Promotion _____

Job Title and Duties, Responsibilities and Accomplishments

Assistant Chief Appraiser: Responsible for the day to day operation of the largest tax assessors office in the state of Georgia. The office consisted of 180 full time employees, I managed 80 appraisers and 100 clerical and GIS personnel located in four separate offices throughout the county with 338,000 properties on a daily basis. I planned, developed and communicated the goals and objectives of the department to the staff on a daily, weekly and monthly basis. I interviewed, hired, disciplined and terminated personnel as well as determining training schedules and courses for staff. Implemented a new web-based CAMA system (IAS World) over a year and a half period. Selected additional software to suit the departments needs better in valuation and tracking of properties and appeals. Oversaw a \$ 4.5 million dollar commercial revaluation by an outside company along with accomplishing the successful implementation of the new CAMA system.

POSITION:

Employer's Name Virginia Department of Taxation Dates of Employment (Month/Year) _____ Annual Salary _____ Average Hours Per Week _____

Address 1957 West Moreland St. Richmond, Virginia From 4/2004 To 6/2006 Starting \$ 59,000 Final \$ 67,000 40

Telephone (804) 367-8031 Name and Title of Supervisor Keith Mawyer, Property Tax Manager

Reason for leaving accepted new job No. of Employees Supervised 2

If District or Federal Employment, List Series, Grade or Rank and Date of Last Promotion _____

Job Title and Duties, Responsibilities and Accomplishments

Property Tax Consultant : Responsible for the development of values or assessments for unusual residential, commercial and industrial properties for local tax assessing officials and other state agencies. Reviewing and writing narrative appraisals submitted for state purposes. Physical inspections of manufacturing plants for the purpose of discovering, listing and classifying machinery and other personal property for local assessors. Training of local assessors, Boards of Equalization and their staffs of the three approaches of value and the fundamentals of mass appraising. Planned and coordinated the Departments annual advanced assessors school at William and Mary College in Williamsburg, Virginia. Conducted annual ratio studies on every jurisdiction in Virginia.

10. BACKGROUND INFORMATION - You must answer each question in this section before we can process your application.

When answering item "a," you may omit: 1) traffic fines; 2) any violation of law committed before your 18th birthday, if finally decided in juvenile court or under a youth offender law; 3) any conviction set aside under the Federal Youth Corrections Act or similar state law; and 4) any conviction whose record was expunged under federal, state, or local law. We will consider the date, facts, and circumstances of each event you list. In most cases, you can still be considered for District jobs.

- a. During the past 10 years have you been: 1) convicted of or forfeited collateral for any felony; or
2) convicted by a court-martial?

Yes
No

A felony is defined as any violation of law punishable by imprisonment of longer than one year, except for a violation called a misdemeanor under State, county, or local law, which is punishable by imprisonment of two years or less.

IF YOU ANSWERED "YES" TO "a," GIVE DETAILS IN THE SPACE BELOW. For each violation, write the 1) date; 2) charge; 3) place of violation; 4) court; and 5) action taken by the court.

- b. Do any of your relatives work for the District of Columbia government? Include: father, mother, husband, wife, son, daughter, brother, sister, uncle, aunt, first cousin, niece, nephew, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, stepfather, stepmother, stepson, stepdaughter, stepsister, half brother, and half sister.

Yes
No

If "YES," in the space below, write for each of these relatives their: 1) name; 2) relationship to you; and 3) agency of the District of Columbia government in which the person works.

- c. Do you receive or have you ever applied for retirement pay, pension, or other pay based on District of Columbia government, federal civilian, or federal military service?

Yes
No

SALARY REDUCTION OF REEMPLOYED ANNUITANTS: An individual selected for employment in the District government on or after January 1, 1980, who is receiving an annuity under any District government civilian retirement system, shall have his or her pay reduced by the amount of annuity allocable to the period of employment as a reemployed annuitant.

- d. Are you a citizen of the United States?

Yes
No

- e. Are you legally authorized to work in the United States?

Yes
No

To work for the District of Columbia government in certain public safety positions, you must be a citizen of the United States. If selected, you will be required to submit evidence of identity and employment eligibility.

RANKING FACTORS

Name Tony L. George

Vacancy Announcement Number 11-MGMT-OTR-C

The ranking factors found in the vacancy announcement will be used in the evaluation process for all positions other than wage grade. All applicants MUST respond to the ranking factors. Please describe specific incidents of sustained achievements from your experience that show evidence of the level at which you meet the ranking factors that have been determined to be of importance for the position for which you are applying. You may refer to any experience, education, training, awards, outside activities, etc. that include the degree to which you possess the job related knowledge, skills, and abilities described in the ranking factors. The information given in response to the ranking factors should be complete and accurate to the best of your knowledge. FAILURE TO RESPOND TO ALL RANKING FACTORS MAY ELIMINATE YOU FROM CONSIDERATION.

Use the spaces below to respond to the ranking factors on the job vacancy announcement.

Ranking Factor 1

SEE ATTACHMENT

Ranking Factor 2

SEE ATTACHMENT

Ranking Factor 3

SEE ATTACHMENT

Ranking Factor 4

Ranking Factor 5

Ranking Factor 6

By clicking the check box below, I understand that a false statement on any part of my application may be grounds for not hiring me, or for firing me after I begin work (D.C Official Code § 1-616.51 *et seq.*) (2001). I understand that the making of a false statement on this form or materials submitted with this form is punishable by criminal penalties pursuant to D.C Official Code § 22-2405 *et seq.* (2001). I understand that any information I give may be investigated as allowed by law or Mayoral order. I consent to the release of information regarding my suitability for District of Columbia Government employment by employers, schools, law enforcement agencies, and other individual or organizations, to investigators, personnel staffing specialists, and other authorized employees of the District of Columbia government. I certify that, to the best of my knowledge and belief, all of my statements are true, correct, and complete.

☒ I have read and understand the above information and certify that the information that I have provided herein is true and accurate.

Submit by Email

Print Form

Tony George – Chief Appraiser

Ranking Factors

1. Specific training and significant experience in the disciplines of real property assessment concepts, principles and practices and tax laws including property validation and classification. (Experience in one or more of these areas is strongly preferred).

In the field of Property Tax and Property Tax Administration, I have always made it a priority of continuing education for my staff and for myself. I attended Rutgers University early in my career, in which I completed such courses as: Real Property I, II, III, Standards of Professional Practice and Ethics, Property Tax Administration I, II, Income, Cost and Market Approach's to Value and Mass Appraisal concepts. I have worked in an environment very similar to Washington, D.C. the majority of my career in the property tax field. As Essex County Tax Administrator in Newark, New Jersey, I supervised twenty two municipal tax assessors and their staffs; making sure municipal tax assessors were valuing all properties (275,000) in Essex County by IAAO standards, practices, concepts and state tax laws in the valuation of all classifications of properties.

My other responsibilities included the recording and classification of all deed transactions which occurred in the County along with equalization of all county values, as well as the certification and calculation of twenty two different tax rates for each municipality's tax list on an annual basis.

In my position with the Virginia Department of Taxation as a Property Tax Consultant in Richmond, Virginia, one of my responsibilities was to review and write narrative appraisals for state purposes. I critiqued outside fee appraisers narrative appraisals for proper concepts, principles and practices according to IAAO standards in accordance with how they arrived at their value for the subject property. In doing so, I would in turn do my own research and inspection of the subject property and write my own narrative appraisal according to IAAO and Standards of Professional Practice and Ethics to determine an alternative value for state purposes. I held training seminars on the three approaches to value, mass appraising, future and current trends in the market place for local Board of Equalization's and local tax assessors around the Commonwealth of Virginia.

As Fulton County 's Assistant Chief Appraiser in Atlanta, Georgia, I had many responsibilities on a daily, weekly and monthly basis. I was charged with running the day-to-day operations of the entire tax assessor's department, which consisted of one hundred and eighty full-time employees, located in four different offices throughout Fulton County.

I was responsible for every residential, commercial and exempt values sent out to taxpayers each year. I met with my senior staff of appraisers, GIS and clerical on a weekly basis. These meetings consisted of weekly reports of statistical data which I analyzed to determine where in the county we needed to improve our uniformity of assessments to ensure compliance to IAAO standards, concepts and practices in the valuation of 338,000 properties on an annual basis.

During my tenure in Fulton County, I completed over ten continuing education courses with Georgia Department of Revenue and have approved over three hundred and fifty continue education courses and seminars for my staff. These courses included management of assessor's office, exempt properties, personal property, certification of assessors, ad valorem edicts and trends, income, market and cost approach. Often times I attended state legislative meetings semi-annually at the state Capital to keep abreast of changes in state tax laws proposed by state elected officials. Over the course of my entire Real Property Assessment career I have attended and completed over one hundred courses in real property concepts, principles,

Tony George – Chief Appraiser

concepts and state tax laws, which has given me the ability to work and succeed at every level of government (city, county and state) in this field in three different states.

2. Ability to use sound judgment and ingenuity interpreting information and the ability to apply information to unique and highly complex properties in addition to the development of standardized appraisal/assessment procedures and practices.

I have demonstrated both sound judgment and ingenuity in the implementation of a new CAMA system that did not have the capability of accomplishing what Fulton County required in the Tax Assessors office. Being extremely knowledgeable of what the CAMA system lacked in relation to what was absent in the inconsistency of the values in different neighborhoods because of the use of an outdated CAMA system.

Additionally, I demonstrated such characteristics in 2007, when I oversaw the Commercial revaluation in Fulton County while we were still training on the new CAMA system. I met with the outside Revaluation firm weekly and reviewed land, improvement schedules and sales data to make sure new commercial values were in line with current market conditions. Many of Fulton County's high valued commercial properties were located in the mid-town and downtown areas of the city of Atlanta. By overseeing this commercial revaluation effort, I made sure that the revaluation firm was following IAAO Standards of Appraisal and Assessment procedures. I ensured all three approaches to value and not just one or two were used to obtain value. This practice ensured a more uniformed value amongst similar properties. I also researched and analyzed the ratio studies, in particular the Coefficient of Deviation (COD) and Price related differential (PRD) which will demonstrates uniformity and bias respectfully.

As an ongoing practice, I gathered third party information from respected real estate publications (Co-star, etc.) which provides you with current data and information of today's current market.

3. Knowledge of computer operation involving assessment functions. Ability to effectively utilize a computer-assisted mass appraisal (CAMA) system and the ability to utilize various software applications such as Microsoft Word, Excel, GIS, Landata and Integrated Tax Systems.

I was responsible for implementing a new \$4 million dollar web based CAMA system called IAS WORLD (Integrated Assessment System) from CLT (Cole Layer Trumble Company) in 2006 when I arrived as Assistant Chief Appraiser in Fulton County, Georgia. Over a year and half period, I set training schedules, meetings, and developed policies and procedures to familiarize and acclimate the staff on the new system in a timely and efficient manner. This new system needed modification and security upgrades, which was not included in the original package. The CAMA system was chosen and laid dormant for two years prior to my arrival in Fulton County. At this time, I was charged with implementing, training staff and utilizing all relevant functions of the system.

In addition, I took all of the new CAMA training myself so I would become the subject-matter expert in the event my knowledge was required to assist staff members. The CAMA system was based on the cost approach to value like most CAMA system are designed, but it also had an

Tony George – Chief Appraiser

income approach modification I choose to help the commercial appraisers with valuing income producing properties as well as assist in the defense of commercial tax appeals. Presently, in Rockdale County, Georgia I am using another web-based cost approach CAMA system (WINGAP). This system is used by the majority of Counties in Georgia.

My experience in using Microsoft Word and Excel is vast and extensive. I have used Microsoft word for over twelve years in composing correspondence to most. I have used Excel to produce both simple and complex worksheets with statistical data and formulas as required. I rely on GIS (Geographic information systems) my entire career to locate, map and survey properties new and old. A good up to date GIS system is essential to a productive Tax Assessors department.